

IN THE MATTER OF a complaint respecting
The Honourable Justice Donald McLeod
A Judge of the Ontario Court of Justice in the Central West Region

AGREED STATEMENT OF FACTS

Index

INDEX

NO.	DOCUMENT DESCRIPTION	PAGE NO.
VOLUME 1 OF 5		
A.	Agreed Statement of Facts, dated December 1, 2020	
	Appendix A – List of Individuals	
VOLUME 2 OF 5		
	Exhibit 1 – Notice of Hearing in the within proceeding, dated February 20, 2020	1-7
	Exhibit 2 – Response of Justice McLeod, dated March 11, 2020	8-11
	Exhibit 3-1 – Letter from the Registrar of the OJC to (then) Regional Senior Justice Sharon Nicklas on behalf of the Complaint Subcommittee of the OJC, dated August 6, 2019	12-21
	Exhibit 3-2 – Letter from the Honourable Justice Nicklas, dated August 8, 2019	22
	Exhibit 3-3 – Letter from Frank Addario to the Registrar for the OJC, dated August 12, 2019	23
	Exhibit 3-4 – Letter from the Deputy Registrar for the OJC to Frank Addario, dated August 13, 2019	24-25
	Exhibit 3-5 – Letter from Frank Addario to the Deputy Registrar for the OJC, dated August 16, 2019	26
	Exhibit 3-6 – Letter from the Deputy Registrar for the OJC to Frank Addario, dated August 19, 2019	27
	Exhibit 3-7 – Letter from the Deputy Registrar for the OJC to Frank Addario, dated August 22, 2019	28-29
	Exhibit 3-8 – Letter from Frank Addario to the Deputy Registrar for the OJC, dated September 13, 2019	30
	Exhibit 3-9 – Letter from the Deputy Registrar for the OJC to Frank Addario, dated September 13, 2019	31

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 3-10 – Letter from Frank Addario to the Deputy Registrar for the OJC, dated September 26, 2019	32-46
	Exhibit 3-11 – Letter from the Deputy Registrar for the OJC to Frank Addario, dated September 27, 2019	47
	Exhibit 3-12 – Letter from the Subcommittee to Frank Addario, dated October 2, 2019	48-49
	Exhibit 3-13 – Letter from Frank Addario to Associate Chief Justice Sharon Nicklas and Regional Senior Justice Paul Currie, dated November 27, 2019	50-55
	Exhibit 3-14 – Letter from the Registrar for the OJC to Frank Addario, dated December 10, 2019	56
	Exhibit 4 – Transcript, dated November 30, 2018	57-284
	Exhibit 5 – Transcript, dated December 4, 2018	285-458
	Exhibit 6 – Notice of Hearing in the First Proceeding, stamped August 14, 2018	459-465
VOLUME 3 OF 5		
	Exhibit 7 – Agreed Statement of Facts, dated November 20, 2018	466-748
	Exhibit 8 – Reasons for Decision, dated December 20, 2018	749-791
	Exhibit 9-1 – Certificate of Incorporation for the Federation of Black Canadians	792-800
	Exhibit 9-2 – Bylaws for the Federation of Black Canadians	801-821
	Exhibit 10-1 – Minutes from the Steering Committee and Board Meeting, dated November 26, 2017	822-825
	Exhibit 10-2 – Minutes from the Steering Committee and Board Meeting, dated January 21, 2018	826-827
	Exhibit 10-3 – Minutes from the Steering Committee and Board Meeting, dated February 25, 2018	828-830

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 10-4 – Minutes from the Steering Committee and Board Meeting, dated March 18, 2018	831-832
	Exhibit 10-5 – Minutes from the Steering Committee and Board Meeting, dated May 6	833-834
	Exhibit 10-6 – Minutes from the Steering Committee and Board Meeting, dated June 10, 2018	835-837
	Exhibit 10-7 – Minutes from the Steering Committee and Board Meeting, dated August 27, 2018	838-840
	Exhibit 10-8 – Minutes from the Steering Committee and Board Meeting, dated September 19, 2018	841-843
	Exhibit 10-9 – Minutes from the Steering Committee and Board Meeting, dated November 5, 2018	844-845
	Exhibit 10-10 – Minutes from the Steering Committee and Board Meeting, dated January 9, 2019	846-848
	Exhibit 10-11 – Minutes from the Steering Committee and Board Meeting, dated February 19, 2019	849-852
	Exhibit 10-12 – Minutes from the Steering Committee and Board Meeting, dated March 26, 2019	853-855
	Exhibit 10-13 – Minutes from the Steering Committee and Board Meeting, dated May 16, 2019	856-859
	Exhibit 10-14 – Minutes from the Steering Committee and Board Meeting, dated June 23, 2019	860-862
	Exhibit 10-15 – Minutes from the Steering Committee and Board Meeting, dated July 21, 2019	863-864
	Exhibit 10-16 – Minutes from the Steering Committee and Board Meeting, dated September 10, 2019	865
	Exhibit 11-1 – Minutes of meetings leading up to the incorporation of the FBC, dated April 7, 2017	866-870

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 11-2 – Minutes of meetings leading up to the incorporation of the FBC, dated April 28, 2017	871-876
	Exhibit 11-3 --Minutes of meetings leading up to the incorporation of the FBC, dated June 21, 2017	877-882
	Exhibit 11-4 – Minutes of meetings leading up to the incorporation of the FBC, dated July 23, 2017	883-889
	Exhibit 11-5 – Minutes of meetings leading up to the incorporation of the FBC, dated August 27, 2017	890-891
	Exhibit 12 – Email from Len Carby to Christopher Thompson, Richard Picart, Dahabo Ahmed-Omer and Justice McLeod, dated December 2, 2018	892-893
	Exhibit 13 – Email from Chris Thompson to Eldon Holder and Justice McLeod, dated December 9, 2018	894-896
	Exhibit 14 – Document titled <i>Board Development of FBC</i>	897-901
	Exhibit 15 – Email from Chris Thompson to Justice McLeod, dated December 10, 2018	902-905
	Exhibit 16-1 – Email from Chris Thompson to Justice McLeod and Eldon Holder Sr., dated December 11, 2018	906-910
	Exhibit 16-2 – Calendar Invite confirming that the Governance Committee call scheduled for Thursday (9:30 pm-10:30 pm)	911
	Exhibit 17 – Email from Chris Thompson to Justice McLeod, Dahabo Ahmed-Omer, Len Carby, Eldon Holder and Richard Picart, dated December 11, 2018	912
	Exhibit 18 – Email from Chris Thompson to Richard Picart, Dahabo Ahmed-Omer, Justice McLeod, Len Carby and Eldon Holder, dated December 17, 2018	913
	Exhibit 19 – Email from Chris Thompson to Richard Picart, Dahabo Ahmed-Omer, Justice McLeod, Len Carby and Eldon Holder, dated December 19, 2018	914

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 20 – Email from Chris Thompson to Dahabo Ahmed-Omer, Len Carby, Richard Picart, Justice McLeod and Eldon Holder, dated December 30, 2018	915
	Exhibit 21 – Excerpts from the FBC website as at March 2019	916-925
	Exhibit 22 – Email from Justice McLeod to Chris Thompson and Steering Committee, dated January 31, 2019	926-927
	Exhibit 23 – Email from Justice McLeod to Robin Browne, dated March 18, 2019	928-931
	Exhibit 24 – Email from Robin Browne to Justice McLeod, Chris Thompson, Richard Picart, Richard Sharpe, Laurie Antonin, Dahabo Ahmed-Omer and Adejisola Atiba, dated March 27, 2019	932-934
	Exhibit 25 – Email from Len Carby to Robin Browne, dated February 15, 2019	935-937
VOLUME 4 OF 5		
	Exhibit 26 – Agenda for the 2019 Summit	938-952
	Exhibit 27-1 – Video of Justice McLeod’s speech on February 3, 2019	953
	Exhibit 27-2 – Transcript of Justice McLeod’s speech	954-977
	Exhibit 28 – PowerPoint Presentation presented at a workshop titled <i>Federation of Black Canadians One Year Later</i>	978-994
	Exhibit 29-1 – Audio recording of workshop titled <i>The Federation of Black Canadians: One Year Later</i>	995
	Exhibit 29-2 – Transcript of workshop titled <i>The Federation of Black Canadians: One Year Later</i>	996-1109
	Exhibit 30 – Document prepared for the attendees of Voice on the Hill, titled Black Voices on the Hill, Official Asks Document (Parliament Hill, February 4, 2019)	1110-1124
	Exhibit 31 – Email from Richard Sharpe to members of the Steering Committee, including Justice McLeod, dated April 2, 2019	1125-1127

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 32 – Email from Richard Sharpe to the non-ESDC attendees, including Floyddeen Charles-Fridal, Sylvia Parris and Justice McLeod, dated June 19, 2019	1128-1129
	Exhibit 33 – Email from Heather Meek to Susan MacPhee, Laura MacPherson and Catherine Moffatt, dated June 21, 2019	1130-1132
	Exhibit 34 – Notes from the June 20, 2019 Meeting prepared by Heather Meek	1133
	Exhibit 35 – Email exchange between Richard Sharpe and Eldon Holder, dated June 20 and 26, 2019	1134-1138
	Exhibit 36 – Email from Richard Sharpe to Dahabo Ahmed-Omer, dated July 4, 2019	1139-1143
	Exhibit 37 – Notes from the July 4, 2019 meeting prepared by Ginelle Skerritt	1144-1150
	Exhibit 38 – Email from Susan MacPhee to the ESDC members, dated July 8, 2019	1151-1152
	Exhibit 39 – Email from Susan MacPhee to an undisclosed recipient list, dated July 17, 2019, attaching the July 23, 2019 meeting agenda, PowerPoint titled <i>Overall Frame of the Supporting Black Canadian Communities Initiative</i> (Agenda item #3); and PowerPoint titled <i>Overview of the Intermediary Model</i> (Agenda item #5)	1153-1207
	Exhibit 40-1 – Email from Richard Sharpe to Len Carby, dated July 18, 2019	1208-1209
	Exhibit 40-2 – Notes from Meeting of the Minds, dated May 16, 2019	1210-1211
	Exhibit 40-3 – Meeting of the Minds Minutes, dated May 26, 2019	1212-1214
	Exhibit 40-4 – Document entitled “Foundation Principles” (Draft)	1215
	Exhibit 40-5 – Document entitled “Canadian Institute for People of African Decent (CIPAD) (Draft)	1216-1217
	Exhibit 40-6 – Summary Notes from Meeting of the Minds: Federal Budget Announcement: Strategies and Opportunities, dated April 1, 2019	1218-1229

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 40-7 – Document entitled “Recommendations on FBC engagement in the July 23rd ESDC session on programming around \$25M Capacity Build funding for Black Canadians”, prepared by Richard Sharpe	1230-1232
	Exhibit 40-8 – Document entitled “UNDPAD Push Coalition working principles”	1233
	Exhibit 41 – Email exchange between Susan MacPhee and Justice McLeod, dated July 19 and 22, 2019	1234-1240
	Exhibit 42 – Attendee list for the July 23, 2019 Meeting	1241-1244
	Exhibit 43-1 – Audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1245
	Exhibit 43-2 - Audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1246
	Exhibit 43-3 - Audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1247
	Exhibit 43-4 - Audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1248
	Exhibit 43-5 - Audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1249
	Exhibit 43-6 – Transcript of the audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1250-1322
	Exhibit 43-7 - Transcript of the audio recording of the meeting held July 23, 2019 hosted by Employment and Social Development Canada held at the Sheraton Four Points in Gatineau, Quebec	1323-1539

NO.	DOCUMENT DESCRIPTION	PAGE NO.
VOLUME 5 OF 5		
	Exhibit 44 – ESDC email exchange between Susan MacPhee and Heather Meek, dated July 24, 2019	1540-1542
	Exhibit 45 – Email from Richard Sharpe to Catherine Scott, dated July 26, 2019	1543-1550
	Exhibit 46 – Email from the “blackvoicesonthehill@gmail.com”, an email account controlled by Mr. Flegel and Ms. Ahmed-Omer, to the attendees from the email address “blackvoicesonthehill@gmail.com”, dated February 4, 2019	1551-1554
	Exhibit 47 – Facebook Chat created by Peter Flegel titled “ <i>Dealing with What Happened on the Hill</i> ”, with messages from February 5, 2019	1555-1605
	Exhibit 48 – Screenshot of the WhatsApp group titled “ <i>FBC ET Group</i> ”, created by Chris Thompson, as at February 5, 2019	1606
	Exhibit 49 – Email from Justice McLeod to the Steering Committee, dated February 5, 2019	1607-1614
	Exhibit 50-1 – Email from Peter Flegel to Justice McLeod, dated February 5, 2019	1615-1618
	Exhibit 50-2 – Email from Peter Flegel to Justice McLeod, dated February 5, 2019	1619-1621
	Exhibit 51 – Email from “blackvoicesonthehill@gmail.com” to members of the Coalition, dated February 6, 2019	1622-1623
	Exhibit 52-1 – Email from Kate McDonald to “blackvoicesonthehill@gmail.com”, dated February 6, 2019	1624-1625
	Exhibit 52-2 – Email from Trayvone Clayton to “blackvoicesonthehill@gmail.com”, dated February 6, 2019	1626-1627
	Exhibit 53 - Email from “blackvoicesonthehill@gmail.com” to members of the Coalition, dated February 6, 2019	1628-1631
	Exhibit 54 – Email exchange between Justice McLeod and Peter Flegel, dated February 6, 2019	1632-1634

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 55 – Email from Justice McLeod from the Steering Committee, dated February 6, 2019	1635-1636
	Exhibit 56 – Email from Chris Thompson to Justice McLeod, Danielle Dowdy, Dahabo Ahmed-Omer, Len Carby, Ricahrd Picart, Laurie Antonin, Adejisola Atiba and Eldon Holder Sr., dated February 6, 2019	1637
	Exhibit 57 – Email exchange between Justice McLeod and Trayvone Clayton, dated February 7, 2019	1638
	Exhibit 58 – Email from “blackvoicesonthehill@gmail.com” to a list of recipients, including the email addresses for both Trayvone Clayton and Kate MacDonald, dated February 7, 2019	1639
	Exhibit 59 – Email from “blackvoicesonthehill@gmail.com” to an undisclosed recipient list, dated February 7, 2019	1640
	Exhibit 60 – Email from and to “blackvoicesonthehill@gmail.com”, dated February 7, 2019	1641-1644
	Exhibit 61 – Email from Kate MacDonald to blackvoicesonthehill@gmail.com”, dated February 7, 2019	1645-1647
	Exhibit 62 - CTV News article entitled “ <i>Parliament security investigating allegations of racial profiling</i> ”, dated February 7, 2019	1648-1661
	Exhibit 63 - Email from “blackvoicesonthehill@gmail.com” to an undisclosed recipient list, dated February 7, 2019	1662-1666
	Exhibit 64 - Email from “blackvoicesonthehill@gmail.com” to an undisclosed recipient list, dated February 7, 2019, enclosing a document entitled “Media Advisory”	1667-1669
	Exhibit 65-1 – Email from Peter Flegel to Dahabo Ahmed-Omer and Justice McLeod, dated February 7, 2019	1670-1671
	Exhibit 65-2 – Email from and to “blackvoicesonthehill@gmail.com”, dated February 8, 2019	1672-1674
	Exhibit 66-1 - Email from Peter Flegel to Justice McLeod and Dahabo Ahmed-Omer, dated February 8, 2019	1675-1676

NO.	DOCUMENT DESCRIPTION	PAGE NO.
	Exhibit 66-2 - Email from “blackvoicesonthehill@gmail.com” to an undisclosed recipient list, dated February 7, 2019, enclosing a document entitled “Media Lines”	1677-1679
	Exhibit 67 – Email from Kate MacDonald to various Halifax-based advocates, dated February 13, 2019	1680-1681
	Exhibit 68 – Email from Justice McLeod to Richard Pricart, dated February 22, 2019	1682
	Exhibit 69 – Email from Richard Picart to the Steering Committee, Robin Browne, Richard Sharpe and M. Daniel Roukema, dated February 25, 2019	1683-1684
	Exhibit 70 – Facebook chat between Dahabo Ahmed-Omer and Trayvone Clayton, dated from February 25, 2019	1685-1687
	Exhibit 71 - Facebook chat between Dahabo Ahmed-Omer, Trayvone Clayton and Kate MacDonald, dated from February 25, 2019	1688-1698
	Exhibit 72 - Blog post titled Steeped Tea – An update on the Federation of Black Canadians published by Desmond Cole	1699-1707
	Exhibit 73-1 – Audio recording of telephone call between Dahabo Ahmed-Omer and Kate MacDonald from February 26, 2019	1708
	Exhibit 73-2 – Transcript of telephone call between Dahabo Ahmed-Omer and Kate MacDonald from February 26, 2019	1709-1751
	Exhibit 74-1 – Audio recording of call between certain members of the Coalition	1752
	Exhibit 74-2 – Transcript of call between certain members of the Coalition	1753-1817